

December 15, 2009

MEMORANDUM OF UNDERSTANDING

This Memorandum of Agreement between the Town of Amherst and the Amherst Police League is entered into on this 15th day of December, 2009.

The parties agree to amend the current collective bargaining agreement between them, with a duration of July 1, 2007 to June 30, 2010, as follows:

1. The salary schedule that was to be effective on June 30, 2010, calling for a 3.5% cost of living adjustment is hereby deleted.

2. DELETE & ADD

ARTICLE XIII - EDUCATIONAL INCENTIVE PAY

Section 13.02

The Town of Amherst hereby establishes a Career Incentive Pay Program offering salary increases to regular full-time members of the Police Department for furthering their education in the field of police work.

Police career incentive pay shall be predicated on the accumulation of credits earned in the following manner: sixty credits for an associate degree; one hundred and twenty credits for a baccalaureate degree; and one hundred and fifty credits for a master degree.

Educational Incentive Pay authorized by this section shall be granted by the following percentages which are calculated on the employee's base pay as contained in Article XVI, Compensation:

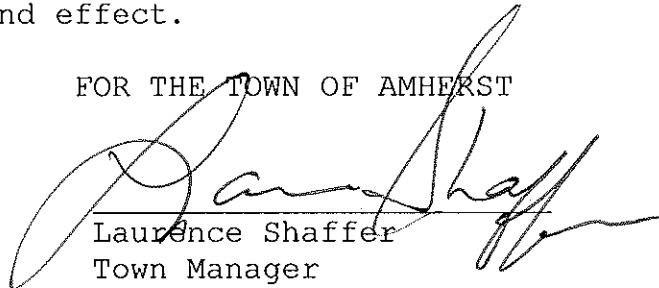
• Associate Degree	10%
• Baccalaureate Degree	20%
• Master Degree	25%

Members of the Bargaining Unit will be required to submit their transcripts from an accredited college or university to the Chief of Police on or before August 15, of each fiscal year. Payment under this Section will be made on or about October 1 and April 1 of each year.

Specifically the amount of salary increase received by members of the Bargaining Unit under **this section of the contract** will be treated as part of their salary for determining the amount of pension upon retirement and the amount of group life insurance to which they are entitled. Compensation for all other purposes under this collective bargaining contract will be in accordance with the terms and conditions of Article XVI, Compensation, as set out therein.

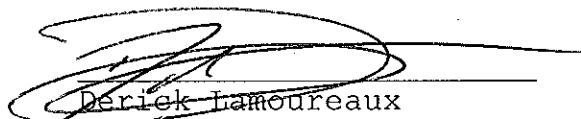
3. All other provisions of the collective bargaining agreement between the parties are unchanged and remain in full force and effect.

FOR THE TOWN OF AMHERST



Laurence Shaffer
Town Manager

FOR THE AMHERST POLICE LEAGUE



Derick Lamoureux
President, Amherst Police League